

MILPERSMAN 1160-120

HIGH YEAR TENURE

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Governing Directive	BUPERSINST 1610.10
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1. Purpose

a. The High Year Tenure Program

(1) provides a personnel management program to control rating manning, reduce advancement stagnation, and to meet end strength requirements;

(2) establishes standardized and High Year Tenure (HYT) by pay grade; and

(3) establishes procedures by which personnel may request consideration for retention on active duty beyond established professional growth criteria.

b. This applies to members of the United States Navy (USN), United States Naval Reserve (Training and Administration of Reserves) (USNR(TAR)), and United States Naval Reserve (USNR) personnel serving on active duty or extended active duty (2 years minimum for USNR); however, this does not apply to the Sea and Air Mariners (SAM) program personnel who are performing initial active duty for training or personnel assigned to Canvasser Recruiter (CANREC) program.

2. Definitions

a. **Active Military Service:** All active duty in the Army, Navy, Air Force, Marine Corps and Coast Guard or any component.

b. **Active Naval Service:** All active duty in the Navy.

3. **Maximum Years of Active Service.** Mandated maximum years by paygrade are as follows:

Grade	Years	Remarks
E1-E2	6	Cannot reenlist unless involved in special program (2 years) and approval is granted through ENCORE.
E3	8	Must (PNA) E4 exam and be approved through ENCORE.
E4	10	
E5/6	20	
E7	24	
E8	26	
E9	30	

4. **Special Considerations**

a. Commanding officers may authorize HYT waivers for up to 4 months for paygrades E3 through E5. Members must have over 6 years active duty and have already taken advancement exams. Waivers are authorized to await examination results only for determination of eligibility to reenlist or to extend for terms of prospective vice current rate. MILPERSMAN 1160-040 provides guidance on extending EAOS.

b. Personnel authorized HYT waiver forfeit twilight tour eligibility (this applies to E9 personnel only).

c. E-3 and E-4 applicants approved for rating conversion into critically manned ratings, via appropriate class "A" and/or "C" schools, may be authorized HYT waiver under certain conditions.

(1) First, the applicant must be approved for conversion into rating(s) specified in the current Rating Entry for General Apprentices (REGA) and Career Reenlistment Objective (CREO) NAVADMIN. Amplifying guidance is generally contained in the "notes" section of this NAVADMIN.

(2) Secondly, the HYT approval will normally be authorized for up to 2 years beyond current limitations. Enlisted Transfer Manual Chapter 7 refers. Upon approval of rating conversion, Navy Personnel Command (NAVPERSCOM) (PERS-4010S) will direct NAVPERSCOM (PERS-814) to effect the appropriate HYT waiver.

d. Personnel reduced in rate (RIR) may complete an enlistment properly entered into prior to reduction. Subsequent

reenlistments or extension will require RIR personnel to meet professional growth criteria.

e. Regular members who are within 2 years of qualifying for transfer to the Fleet Reserve, and Reserve members who are entitled to be credited with at least 18 but less than 20 years of service may not be separated or denied reenlistment under the provisions of this article.

5. **Procedures**. Personnel should apply by NAVPERS 1306/7, Personnel Action Request via appropriate chain of command to NAVPERSCOM (PERS-814) in the case of Regular Navy, and NAVPERSCOM (PERS-913) for TAR personnel.

6. **Reenlistment Eligibility Classifications**. Members assigned a reenlistment eligibility classification RE-4 shall be informed of the reasons and appropriate service record entries made per MILPERSMAN 1910-802.